

1. DTR  
2 Hold for DDTR

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Clandestine Services' Incentive Program for Vietnamese.

STATINTL

First thought is that we do not have a regulation that permits the DD to set up such a plan: true it is in the proposed regulation. We are living under [REDACTED] which expires May 69, and nothing is there to provide for incentives.

STATINTL

The paper from [REDACTED] says that once the DD/S signature cites approval the program will go into effect. DD/S signed 19 July

Briefly, the program is to provide QSI's for various stages of success in achieving proficiency in Vietnamese. (Bob Wattles recommended that these be called Language Proficiency Increases) (Wording of proposed lang reg must be changed since QSI is used in text.) Rationale here for such increases is based on the short-term usability of the language in contrast to Russian, Arabic, Chinese, etc.

Workings:

Training required for Courtesy and Elementary level increases. After 16 wks of study and Courtesy level in Reading, Speaking and Understanding -- a LPI

After 44 wks and Elementary in the three elements, another LPI. Both must be based on OTR testing --- "certification" it is called in the paper.

Intermediate level -- another LPI and so with High. These latter successes are thought to be only achieved thru field assignment -- so when a fellow returns, he is OTR tested and awarded accordingly.

The program is retroactive insofar as it applies to those presently in training and ~~textbook~~ who complete training after July first 68. Pre-July 68 students are out of luck. They can get the increases if they attain a level higher than what they had after training, provided they had Elementary proficiency. So their goal has to be Intermediate and High.

(Ben's question, I think, is answered here. The fellow gets the PLIs gradually -- as I interpret the text --- not 2 at one time when he achieves the Elementary level.)

The LPIS are budgeted for by the CS. When <sup>or</sup> we had an incentives program before OTR picked up the tab.

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*Language  
file*

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15 JUL 1968

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**MEMORANDUM FOR:** Deputy Director for Support**SUBJECT** : Incentive Program for Study  
of the Vietnamese Language

1. This memorandum recommends an incentive program for CS personnel selected to study the Vietnamese language prior to assignment to the Saigon Station or to other Vietnam operations positions. A recommendation relative to this proposal is submitted in paragraph 5 below for your approval.

2. The Far East Division is in need of qualified Vietnamese linguists to fulfill case officer and translator/interpreter requirements. This need has been evident since the expansion of the Saigon Station several years ago. As you are aware, Vietnamese is a difficult and complex language, requiring 12 to 18 months to achieve a basic proficiency. In addition, Vietnamese is not a language that has general operational utility such as Russian, Chinese and Arabic, etc. For these reasons, CS officers are not attracted to the study of Vietnamese as a long range investment in their careers.

3. It is envisaged that the need for Vietnamese linguists at the Saigon Station will continue to increase, particularly during the current emergency and to a lesser but equally important extent after hostilities when the station commences to redirect its operational effort along more classical CS lines. Currently a requirement exists to select, train and assign to the Saigon Station and headquarters over the next 12 - 18 months 30 Vietnamese linguists. In addition, replacements must be trained in Vietnamese to replace these personnel over the next 3 - 5 years. CS personnel most qualified to fulfill this

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requirement are the young Career Trainees, Professional Trainees, and certain middle level (GS-12 - GS-13) officers. In view of the priority to assign Vietnamese linguists to Vietnam Operations, the length of time required to achieve a basic proficiency and the general lack of appeal to CS personnel to study the language, it is submitted that a modest incentive program to encourage the study of Vietnamese is proper and in keeping with continuing CS interest to improve our foreign language inventory.

4. As a guide in submitting this proposal, cognizance has been taken of the Department of State's language incentive program. The Department has instituted incentives which provide for payment of within-class (GS Quality Step Increase) salary increases for language proficiency acquired prior to entry into the service and for proficiency acquired in certain designated languages after entry. The Department's program is managed according to the needs of the Department and difficulty in learning the language. In addition, as you are aware the proposed revision of the CIA Language Development Program regulation places responsibility on the Deputy Directors for establishing incentives for foreign language study, specifically, Quality Step Increases for study of a Directorate priority language and recognition of language competence as a factor in promotion.

5. Towards encouraging study of the Vietnamese language by CS officers selected for assignment to the Saigon Station and other Vietnam operations positions, the Deputy Director for Support approval is requested for establishment of the following incentive program:

a. When the CS officer is selected and enters intensive Vietnamese language training, a salary increase will become effective as follows:

(1) One Quality Step Increase effective the first pay period following OTR certification of successful completion of 16 weeks of fulltime intensive Vietnamese language training and attainment of a Courtesy level proficiency.

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(2) One additional Quality Step Increase the first pay period following certification by OTR of successful completion of a total of 44 weeks fulltime intensive Vietnamese language training (or) attainment of an Elementary level proficiency.

(3) One additional Quality Step Increase the first pay period following OTR certification of attainment of an Intermediate level proficiency.

(4) One additional Quality Step Increase the first pay period following OTR certification of attainment of a High level of proficiency.

(Note: It is envisioned that Intermediate and High level proficiency will normally be attained while overseas. Certification by OTR of these proficiency levels will be accomplished at the earliest practical date after the officer returns from overseas.)

b. CS officers eligible for participation in this language incentive program must be assigned to a Vietnam operations position and their entry into the Vietnamese language training program approved by Chief, FE Division.

c. Incentives cited above will be awarded on the basis of speaking, understanding and reading ability within the respective level of proficiency.

d. The incentive provisions of paragraph 5 a (1) (2) above will apply to CS personnel currently enrolled in intensive Vietnamese language training and CS personnel who have completed intensive Vietnamese language training after 1 July 1968. CS officers who completed Vietnamese language training prior to 1 July 1968 and who have achieved an OTR recorded proficiency level of Elementary are eligible only for Quality Step Increases awarded for attainment of Intermediate or High proficiency, paragraphs 5 a (3) (4), above.

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e. This language incentive program will be effective upon approval by the Deputy Director for Support.

/s/ Thomas H. Karamessines

Thomas H. Karamessines  
Deputy Director for Plans

CONCUR:

John H. Richardson  
Director of Training

\*      /s/ Robert S. Wattles

Robert S. Wattles  
Director of Personnel

The recommendation contained in paragraph 5 above is approved: as amended by Director of Personnel comments recorded below.

SIGNED R. L. Bannerman

Robert L. Bannerman  
Deputy Director for Support      19 JUL 1968

\* Concur provided:

(1) these payments should be called Language Proficiency Increases and an appropriate specific regulation should be published.

(2) paragraph 5.a(2) should read "--training with attainment of an elementary level proficiency or upon earlier attainment of that level."

(3) as with QSI's, Office of Personnel will adjust timing of effective dates of LPI's vis-a-vis PSI's to avoid penalties to employees concerned.

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24 July 1968

**MEMORANDUM FOR:** Chief, FE Division

**SUBJECT** : Incentive Program for the Study of the Vietnamese Language

**REFERENCE** : Memo for DDS from DDP, dated 15 July 1968, subject as above. (DDP 8-2682)

1. Referent memorandum, attached, grants approval by the Deputy Director for Support to establish within the CS an incentive program for the study of the Vietnamese language.

2. It is believed this program will aid in developing a complement of trained Vietnamese linguists for the Saigon Station. As you and your staff implement this program, the provisions of paragraph 5.b. of attachment are basic managerial guidelines. A subsequent memorandum will outline administrative procedures.

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